

PRESS ADVISORY

No. 48-P
March 3, 1994

Secretary of Defense William Perry will make opening remarks and introduce Secretary of Energy Hazel O'Leary, who is the keynote speaker at DoD's observance of Women's History Month. This event will take place in the Pentagon auditorium (5A1070) at 2 p.m., March 4, 1994.

This event is open to the media, but there will be no media availability. Point of contact for more information is Lt. Col. Doug Hart, ATSD/PA DDI, (703) 695-0192.

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NEWS RELEASE

**OFFICE OF ASSISTANT SECRETARY OF DEFENSE
(PUBLIC AFFAIRS)**
WASHINGTON, D.C. - 20301
PLEASE NOTE DATE

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IMMEDIATE RELEASE

March 9, 1994

DEPARTMENT OF DEFENSE OBSERVES WOMEN'S HISTORY MONTH

The 1994 Pentagon observance of Women's History Month was held on March 4, 1994, in the Pentagon Auditorium. The keynote speaker was Secretary of Energy Hazel O'Leary. This year's theme is, "In every generation, action frees our dreams."

Secretary of Defense William J. Perry used the occasion to announce a major affirmative action initiative (memo attached.) Said Perry, "Women have performed superbly alongside men in difficult and dangerous military environments for many years. And in this era of limited resources and uncertain dangers, we need to tap the talents of every man and woman in the department. We've got to get the most out of our people — all of our people."

"That's why I'm pleased to announce a new department initiative today that underscores and builds on our commitment to equal opportunity at the department."

"I've just signed a five-part plan to expand opportunities in defense for minorities, women and people with disabilities. We've done well and even led the nation on these fronts. But we can — and will — do better."

"This is not only the right way to treat people. It also makes good business sense. We have a huge job to do, protecting and defending America's security. When people are treated with dignity and respect, they respond with diligence and loyalty."

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**THE SECRETARY OF DEFENSE
WASHINGTON, DC 20301-1000**

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3 MAR 1994

**MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
COMPTROLLER OF THE DEPARTMENT OF DEFENSE
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING
ASSISTANT SECRETARIES OF DEFENSE
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, OPERATIONAL TEST AND EVALUATION
ASSISTANTS TO THE SECRETARY OF DEFENSE
DIRECTOR OF ADMINISTRATION AND MANAGEMENT
DIRECTORS OF THE DEFENSE AGENCIES**

SUBJECT: Equal Opportunity (EO)

Our nation's security and prosperity depend on our ability to develop and employ the talents of our diverse population. Equal opportunity is not just the right thing to do, it is also a military and an economic necessity. Most importantly, all employees of this Department have a right to carry out their jobs without discrimination or harassment. As the Secretary, I have a fundamental responsibility to ensure all of our employees enjoy this basic right. Therefore, I will not tolerate discrimination or harassment of or by any Department of Defense employee.

The Military Services have led our nation in expanding opportunities for minority groups. The Services also have made great strides towards integrating women into the force; and the Department has done well in employing persons with disabilities. However, I believe we can and should do better on all fronts. This memorandum describes, in general terms, the measures taken, or that need to be taken, in order to build on our past successes.

First, I have established an office of Deputy Assistant Secretary of Defense for Equal Opportunity as a focal point for military and civilian EO programs.

Second, I have decided to restructure the Department's Defense Equal Opportunity Council (DEOC) to emphasize management accountability. The DEOC will be chaired by the Deputy Secretary of Defense; its membership will include the Service Secretaries, the Under Secretaries of Defense, the Director, Administration and Management/Washington Headquarters Services, and other members of OSD's senior management team. The USD(P&R) will provide the executive secretary for the group and will oversee Department-wide initiatives.

Third, I have asked the Under Secretary of Defense (Personnel and Readiness) to lead a major study of the officer "pipeline," and, where necessary, to recommend ways to improve the flow of minority and female officers from recruitment through general and flag officer ranks.

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Fourth, I am asking your support for a vigorous, sustained effort to improve the representation of women, minorities, and people with disabilities among this Department's civilian managers. This should include greater use of career development programs and broader, more intensive recruitment.

Fifth, I want all the Department's personnel to receive equal opportunity training. It is especially important for leaders to understand their responsibilities. Therefore, I have asked the Defense Equal Opportunity Management Institute to develop special seminars and briefings for senior civilian and military leaders, including a mandatory two-day program for all new O-7s and all new members of the Senior Executive Service.

More information about these measures will be forthcoming. I request your unwavering support for these efforts.

William J. Perry